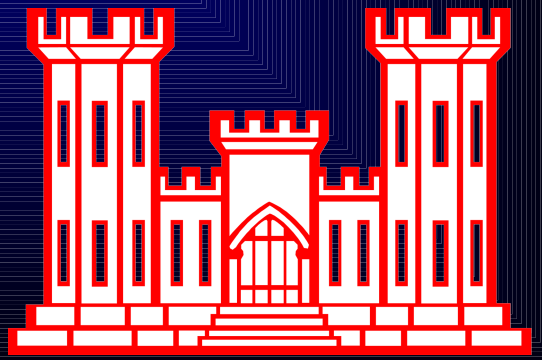
US Army Corps of Engineers

Remembering the Past…

Challenging the Present…

Defining the Future…



Brought to you by…

the People Committee

and

the Learning Advisory Board

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Candid feedback from members of our Corps family throughout the organization…

What brought you to the Corps?

- ★ “The opportunity to serve my country”
- “A chance to serve overseas”

What brought you to the Corps?

- “Opportunity…for lateral and vertical job progression”
- “Important mission”
- “Biological/life science type work”
- “Opportunity to cross train…nationally / internationally…”
- “I liked the people… and the work…”

- “Large stable workload [with]…a better opportunity of staying put or moving to [a] place that I desired as opposed to directed moves…”

What brought you to the Corps?

- ★ “Sense of family in the Corps”
- ★ “To broaden my construction knowledge”
- “Co-op program”

- ★ “Flexibility of my job duties, potential opportunities and work schedule”

What brought you to the Corps?

- “Training”
- “Travel”
- “Developmental opportunities”

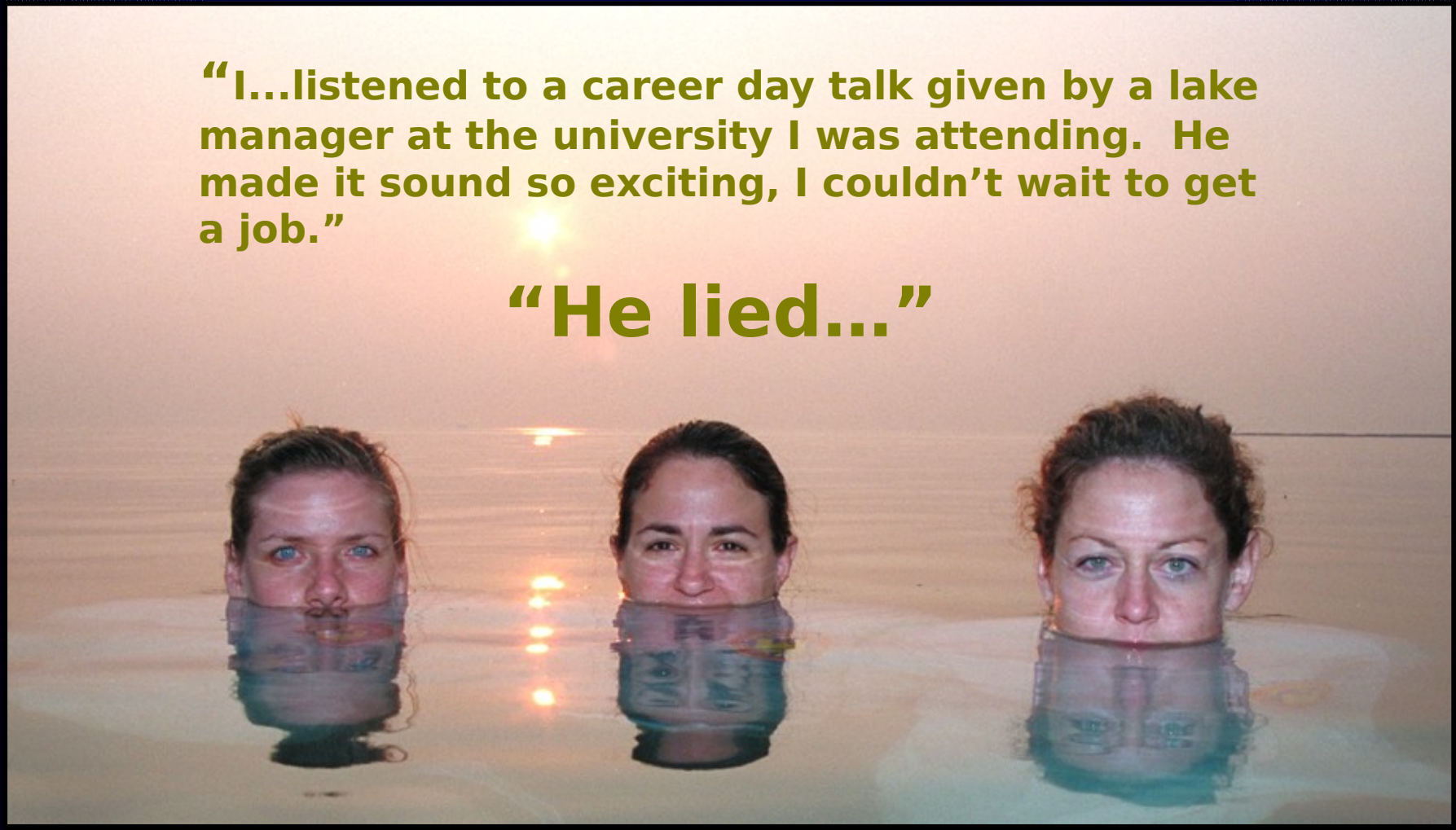
What brought you to the Corps?

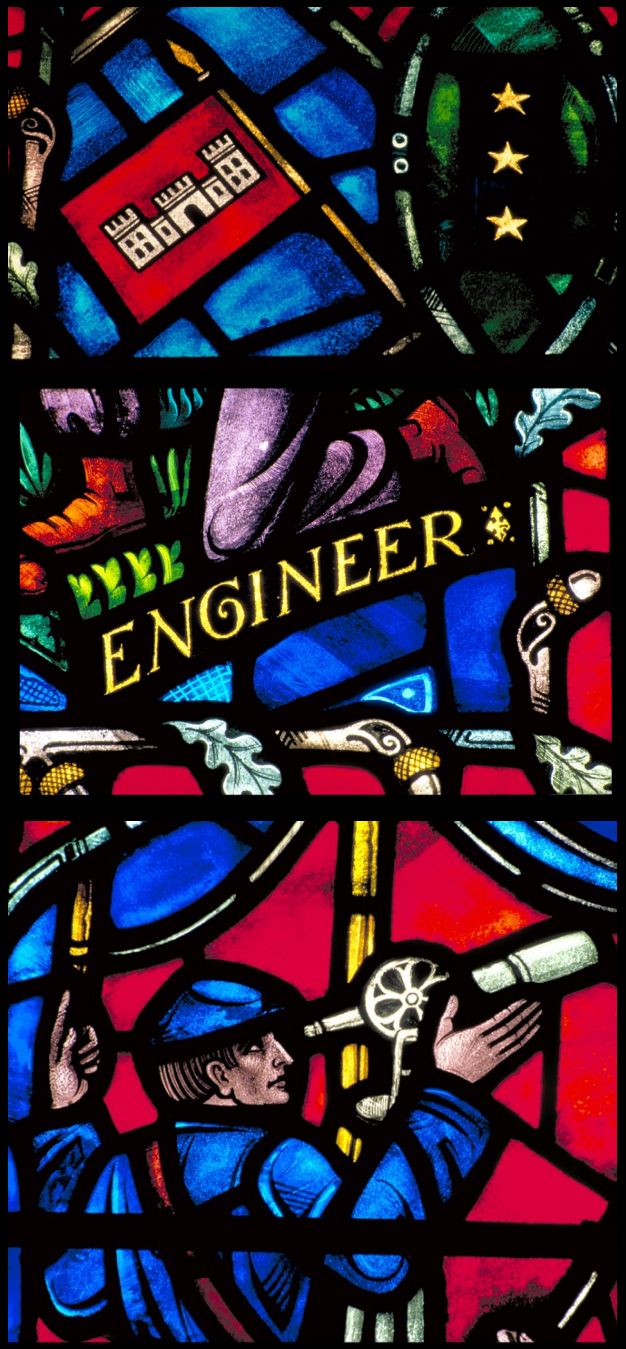
- “Opportunity for advancement”

What brought you to the Corps?

- “My sister worked [for the Corps]”
- “Student Employment Program while attending college”
- “When I realized how upper management really supported its employees, I stayed”

What brought you to the Corps?


“I…listened to a career day talk given by a lake manager at the university I was attending. He made it sound so exciting, I couldn’t wait to get a job.”
“He lied…”



Was the opportunity to learn important?

- ★ “The opportunity to learn was, and is, very important.”
- ★ “If you aren’t learning, you aren’t growing and reaching your potential.”
- “Yes, this was very important in my decision…”
- “The Intern Development program…allowed me to identify which part of [my discipline]…I enjoyed and for which I am best suited…”
- “If we stop learning, we stop growing and soon cease to be productive.”
- Opportunities to learn and grow as an individual and as a team member…[are]…very important.”
- “Looking back years later and saying I helped to build this, or we improved this project…”
- “Yes, I feel it is extremely important to embrace a learning environment in the workplace…”

What skills or personal qualities do you most want to develop at work?

- "True leadership skills"
- "Management and teamwork skills"

- "Leadership, communication and understanding the unique qualities that…people…have to offer"
  - "Leadership"
  - "My interpersonal and leadership skills"
  - "My technical as well as leadership skills"
  - "Management"

What skills or personal qualities do you most want to develop at work?
★ “Improve my analytical skills…”
★ “To keep abreast of technological changes”
★ “Improve my technical skills”
★ “Find innovative ways to meet our customer’s needs”

What skills or personal qualities do you most want to develop at work?

- “Both technical and leadership skills”
- “DAWIA certification”
- “Better ways to handle stress”

What factors or conditions will keep you working for the Corps for the next five years?

“Improvement of employee morale”

What factors or conditions will keep you working for the Corps for the next five years?
“Health”

What factors or conditions will keep you working for the Corps for the next five years?

**“Development of ‘true’ leadership –
Not just lip-service to the ideas/principles…”**

What factors or conditions will keep you working for the Corps for the next five years?

- ★ “I have an excellent supervisor”
- “I have the greatest supervisor”

What factors or conditions will keep you working for the Corps for the next five years?

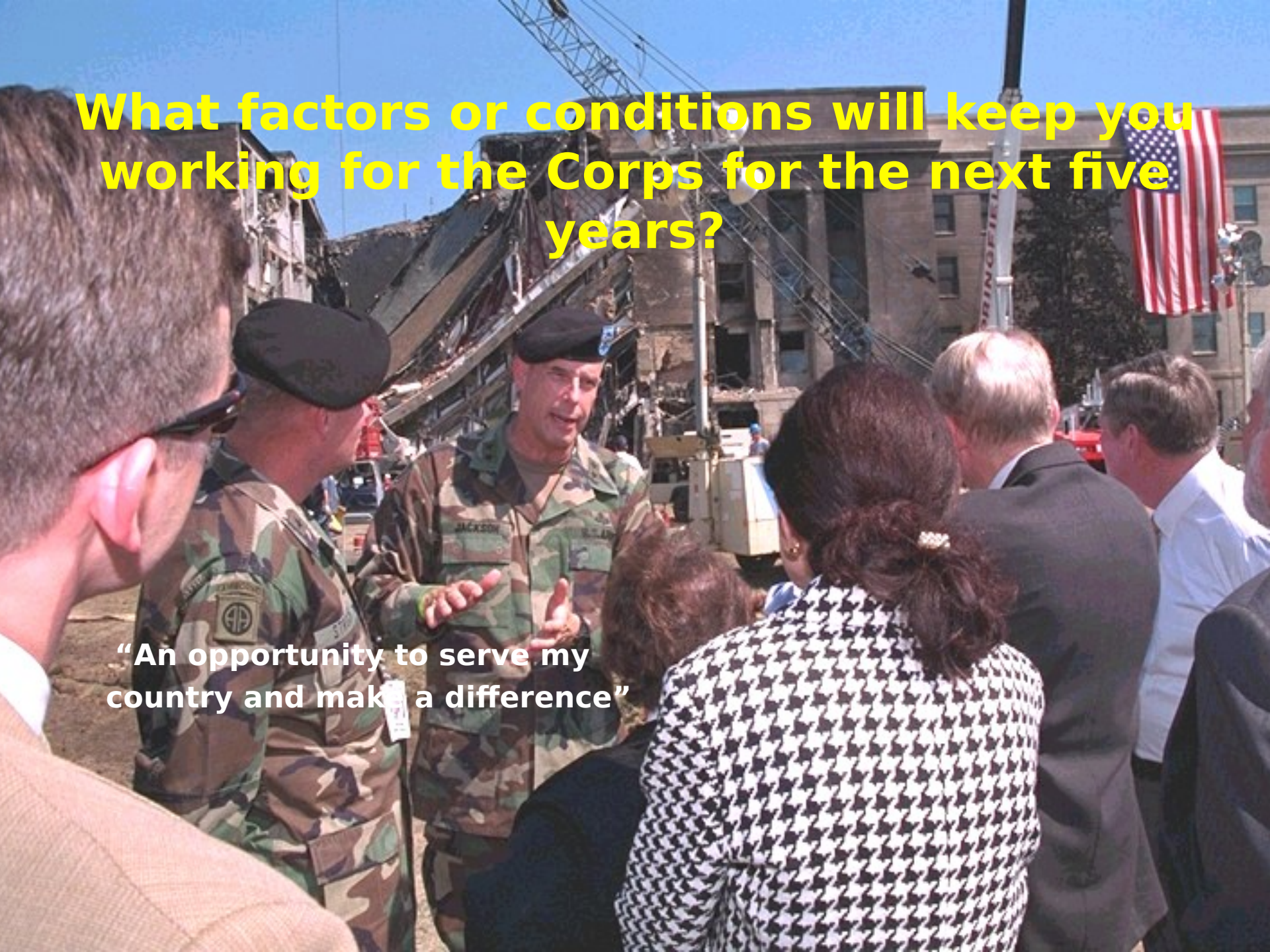
- ★ “A good working environment.”
- “A common, shared goal with my organization”
- “Relationships with my colleagues and leaders”
- “Continued opportunities to grow professionally and personally”
- “Confidence that the organization is held in high esteem and is respected by others…”

What factors or conditions will keep you Working for the Corps for the next five years?

- “A whole bunch of kids who need food, clothes, etc.”
- “Reasonable work schedule…to maintain a balance in life…”
- “Stability in government service… When I feel I am no more stable working for the federal government than I would be working in the industry, then I begin to question the point…”

- “Child care program”
- “Maxi-flex time”

What factors or conditions will keep you working for the Corps for the next five years?
“The opportunity to perform disaster relief duties”



What factors or conditions will keep you working for the Corps for the next five years?

“An opportunity to serve my country and make a difference”

LTG Robert B. Flowers

My vision is for us to build and maintain…

“The world’s premier public engineering organization responding to our nation’s needs in peace and war.”

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